



THE HARPER ADJUNCT ADVOCATE

**HARPER COLLEGE ADJUNCT FACULTY ASSOCIATION
NEWSLETTER** *February 2014, No. 1, Vol. 9*

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Celebrate Good Times, C'mon!

HCAFA is continuing our celebration of our 10th Anniversary!

GENERAL MEMBERSHIP MEETING

Please join us for a meeting that will include door prizes, food, and fun!

Friday, February 21, 2014, L-200 at Harper

2:30 – 5:00

Two important votes will be put to the membership—one on a dues increase and one for the election of an HCAFA representative to the National Education Association Representative Assembly this summer.

- HCAFA has continued to work to ensure that Adjunct Faculty members are represented at Harper.
- HCAFA has ensured Adjunct Faculty representation on Shared Governance Committees.
- HCAFA has preserved jobs for many SURS annuitants.
- HCAFA has continued to represent Adjunct Faculty who have grievances so that all are treated fairly.
- HCAFA has continued to represent YOU in the pension crisis in Illinois.

We hope to see you there.

Executive Committee Meetings

You are our greatest resource! Give HCAFA the opportunity to learn from you and get to know you. We know how busy you are, so we're happy to have you join us for as much or little time as you'd like. (There is always a light meal at each meeting.) We have scheduled our meetings on Friday afternoons from 2:30 to 5:00 to try to accommodate as many adjuncts as possible.

Our meetings are usually held at the IEA Office Suite 210, 553 N. North Ct., Palatine, IL 60067.

An exception is our February 21 meeting which will be held at Harper, Room L200, from 2:30 to 5:00.

Future meeting dates are:

2:30 – 5:00

February 21, 2014

March 21, 2014

April 25, 2014

May 16, 2014

Before attending a meeting, please verify the time of the meeting by checking harperadjuncts.org, our website, or by calling Amy or Sonia at the IEA office, 847 359-0300. Need directions? Check www.harperadjuncts.org.

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FROM THE PRESIDENT

Welcome back, Harper adjunct instructors, librarians, and counselors!

I hope you enjoyed the holidays, had a relaxing break, and have managed to stay healthy and warm this winter. Hopefully weather-wise this semester will continue on in a much less dramatic manner than it began.

In case you are wondering what HCAFA is up to this semester, I'd like to give you a brief idea. We are continuing to celebrate the tenth anniversary of our inception as a union. In fact, we're planning a short general meeting at Harper on Friday, February 21st from 2:30-5 p.m. in room L200. We hope you can come celebrate with us!

In December as President I submitted a rather lengthy grant application to our parent organizations, the Illinois Education Association (IEA) and the National Education Association (NEA). We will not learn about whether or not we will receive the grant until the end of March, but we are hopeful that the NEA and IEA will find our application worthy of their approval. The purpose of this three-year grant is to help local unions such as HCAFA build and support their membership more, expand program activities for the membership, help identify and develop new leaders, and develop coalitions with other organizations.

The funds, if granted, would need to be matched by HCAFA. It is for that reason that HCAFA needs to ask you, our members, for a dues increase of \$5 per semester that would begin in the fall semester of 2014. This is the first time in our ten-year history that we have asked for a local dues increase. However, the IEA and NEA shares of HCAFA members' dues have each been increased during those ten years. We now are finding that we need more funds to better serve our membership and to build a more powerful union for the future. This academic year, as you all know, has proven to be one that has been filled with conflict for adjuncts, not just at Harper but all over the nation. We need to increase our strength and continue to fight for our rights. And we will! We will be asking you to vote for this minimal dues increase at our general meeting on February 21st. We hope that you will be able to come to it, and we hope that you will support us in our endeavors to continue to keep HCAFA growing strong.

Take a look at the top of our newsletter some time, where you will see HCAFA's proud logo, designed by artist and Liberal Arts Representative Larry Price. It displays what our mission and goals were when HCAFA was born ten years ago. These goals are equity (in pay and benefits with full-time teachers, librarians, and counselors), justice, and respect for all of our adjunct members. These are goals that ten years later are still very much in need of pursuit. Help HCAFA continue to strive for them!

Yours in solidarity,

Charmian

WHAT ARE MY WEINGARTEN RIGHTS?

If you are ever in a situation that you believe could lead to any kind of disciplinary action, you have the right to have a union representative with you. In a situation like that, to protect yourself, say, "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Without representation, I choose not to answer any questions." Under no circumstances should you lose your cool or walk out of the meeting.

For a more complete explanation of these very important rights, go to the HCAFA website, www.harperadjuncts.org, and click on "union representation" under the "documents" tab.

If you have a problem, contact Taimi Wilk, our grievance chair, at hcafagrievance@gmail.com a.s.a.p. If we don't know about your problem, we may not be able to meet the deadlines in our contract to help you.

SHARED GOVERNANCE

We know that adjuncts are very busy people. We recognize the fact that serving on committees for Harper or for HCAFA doesn't have the same importance as earning a living. Adjuncts' time is limited and very valuable. Some adjuncts teach at two or three different schools. Others teach at Harper and work in other capacities elsewhere. Little time remains.

Our thanks go to those adjuncts who have generously volunteered to spend some of that limited time to represent HCAFA on shared governance committees.

It is our hope that adjunct inclusion on shared governance committees will both strengthen the relationship adjuncts have with all the other stakeholders at Harper and benefit Harper's students.

Rob Alexander (AEE)	Coordination and Review Committee
Mary Cerutti (AEE)	Strategic Planning and Accountability Committee
Donald Grant (HC)	Student Success Policy Council
Stuart Marder (AEE)	Technology Committee
Candace McCreary (BUSS)	Faculty Development Committee
Marlys Neis (CP)	Facilities Committee
Patrice Whitten (LibArts)	Institutional Resources Policy Council
Taimi Wilk (AEE)	Human Resources and Wellness Committee

If you want to learn more about representing HCAFA on a committee, please contact Rob Alexander at hcafatreasurer@gmail.com. We still need representation on *The Diversity and Inclusion Committee* and *The Finance Committee*.

NEW EVALUATION FORM INSTITUTED

Have you been observed recently? If so, you may have been one of the first adjuncts to be evaluated based on a new evaluation form. (According to HCAFA's Contract with the College, adjunct faculty members will normally be evaluated by the Dean (or designee) every two years)

HCAFA, on behalf of its members, had long advocated changing the old evaluation form due to the fact that many adjuncts felt that the form was not a good measure of their teaching ability or effectiveness. The new form which was jointly developed by HCAFA and the administration has a much broader focus than the former one had.

If you are evaluated this year, we'd like to hear your thoughts on the evaluation procedure and the new form. Your suggestions will be appreciated. Both HCAFA and the administration recognize that further changes may be needed.

To see the new form, click on www.harperadjuncts.org, the HCAFA website, and click on the *Document* tab at the top of the page and then on *Evaluation of Class Observation Form*. You will be connected to the Harper portal and may be asked to login.

SURS RETURN-TO-WORK ACT Weigh Your Options before Retirement

The SURS Return-to-Work Act has recently been enacted by the Illinois legislature. The new Act requires institutions to pay the entire pension for returning employees who earn 40% or more of their past highest earnings. State law supersedes our contract.

If HCAFA had not acted to save SURS annuitants' jobs, most SURS annuitants would have been considered ineligible to teach at Harper after December 31, 2013. After many meetings, HCAFA and the administration forged an agreement. The agreement does not represent everything that HCAFA sought; however, the end result of our agreement is far superior to that of other local community colleges. (Other local community colleges are not allowing SURS annuitants to return to work).

(Note: Employees can continue to work if they suspend their annuity, are on the SURS Self-Managed Plan, have received a "lump sum" distribution from SURS, or are in positions that are grant funded.)

For further information on this issue, go to our website, www.harperadjuncts.org, and click on the *Document* tab at the top of the page and then on *SURS Side Letter to Contract, November 2013* under *Contracts*.

10 YEAR CELEBRATION

It was great celebrating with so many adjuncts at our party at Agio Italian Bistro. If you weren't with us, we look forward to continuing our celebration throughout the year. We hope you'll make it a goal to join us soon.



Everyone at the celebration was given a booklet that outlined historical highlights from HCAFA's past. If you go to www.harperadjuncts.com and click on *HCAFA 10 Year Anniversary Celebration* under the *Document* heading, you will be able to see the booklet.

PROFESSIONAL DEVELOPMENT

We'd like to remind you again of some of the benefits you have—some available to all adjuncts at Harper and some only available to HCAFA members.

Available to All Adjuncts:

- Any programs or classes sponsored by CAFÉ
- The Take-Home Software Program

The administration team of Dean Brian Knetl, President Ken Ender, and Provost Judy Marwick affirmed at a meeting that the Take-Home-Software Program is available to all employees

You can access information about this program by locating the *IT Resources* heading in the left column on the Portal and clicking on *Project Request*. That will take you to the IT page. Once there, click on *Take Home Software* on the left under *Help/Training*.) . Information about the Take Home Software Program follows.

The process is very simple. Contact the service desk and they will provide you with the steps to order the software through eAcademy. A few things you need to be aware of:

1. You must be teaching during the semester you purchase the software.
2. Each Microsoft program will cost you only \$9.75.
2. Harper has a limited number of licenses, so the software is available on a first come, first served basis.
3. Once you purchase the software, the college does not provide technical support for the software.

(If you have a problem obtaining the software, please contact Michael Bates, CAFÉ Associate Dean.)

Professional Development Money for Members Only (Article 9.14 of Adjunct Contract)

- Librarians and Counselors are now eligible for the same professional development money that adjunct teaching faculty are.
- Professional development activities eligible for pre-approval include, but are not limited to: books, including electronic downloads; professional travel; tuition and fees for workshops, seminars, and college credit courses; expenses related to conferences; professional journals; and memberships in professional organizations (which may include online access to journals).
- More money is available to each adjunct in our new contract. Each adjunct is eligible to receive \$400; in addition, if the adjunct's expenses exceed \$400, the adjunct may petition the Dean for additional money from the fund.
- For the first time, Professional Development money can be used for activities during the summer. This will enable adjuncts to take classes or seminars during the summer when they have more free time.
- The pre-approval process is more thoughtful of particular circumstances than it was before. There is recognition that occasionally time is of the essence and an adjunct may seek verbal approval from a Dean because he/she may have to pay for the activity immediately and not be able to wait for final written approval of the activity.

**REMINDER: \$22,000 (70%) REMAINS IN OUR PROFESSIONAL DEVELOPMENT FUND.
APPLY NOW FOR MONEY TO USE FOR THIS SEMESTER.**



Do you have a significant milestone such as a big birthday, anniversary, major accomplishment, new degree, or retirement?

Please let us share the important things that are going on in your life.

We look forward to hearing from you. Please contact Stuart Marder at stuartmarder@gmail.com.

THERE ARE MANY WAYS TO STAY CONNECTED TO HCAFA!
Come to HCAFA Executive Committee Meetings.
Read *The Harper Adjunct Advocate*
Check out our bulletin boards in F, L, J, and the 3rd floor of A,
Contact your division reps or officers.
Visit Our Website, WWW.HARPERADJUNCTS.ORG.

HCAFA EXECUTIVE COMMITTEE OFFICERS

President: Charmian Tashjian	hcafapresident@gmail.com
Vice President/Grievance Chair: Taimi Wilk	hcafagrievance@gmail.com
Treasurer: Rob Alexander	hcafatreasurer@gmail.com
Membership Records Chair: Gary Wilson	hcafamembership@gmail.com
Janice Cutler	
Secretaries: Arlene Bublick	hcafasecretary@gmail.com
Joanne Meyerhoff	hcafasecretary@gmail.com
IEA/NEA Uniserv Director: Amy Kunz	amy.kunz@ieanea.org (847 359-0300)

DIVISION REPRESENTATIVES

AEE:		MS:	
Rob Alexander	hcafaels1@gmail.com	Gary Wilson	hcafamath1@gmail.com
Taimi Wilk	hcafaels2@gmail.com	COUNSELORS	
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Danuta Malczewska	hcafap1@gmail.com	LIBRARIANS	
LIBARTS:		Dwain Thomas	hcafalibcoun1@gmail.com
Larry Price	hcafalibarts3@gmail.com		

Note: For divisions without reps, we'll do our best to keep you informed. If you are in BUSS, please consider becoming a rep and join us for our monthly meetings. It will be to your advantage and your union's

